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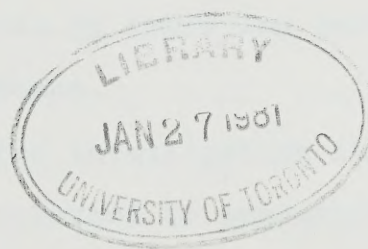
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INTRODUCTION

It has long been recognized that immigrant women have particular problems adjusting to life in Canada.

A Canadian-born woman may have difficulty reconciling the conflicting demands of homemaking, motherhood and a paying job. The immigrant woman, however, must face these same problems while having to learn a new language, adjust to a different culture, often while living in overcrowded conditions due to the low earning power of both her husband and herself.

These problems are recognized and some agencies are aiding the immigrant woman, but very little has been done to identify, clearly, solutions which would ease the burden for these women and promote full integration into Canadian society.

The Ontario Advisory Council on the Status of Women, The Ontario Advisory Council on Senior Citizens and The Ontario Advisory Council on Multiculturalism each provided members to serve on a Task Force to investigate this matter.

The Joint Task Force was given the mandate of carrying out an investigation and putting forth recommendations to the Ontario government on methods of improving services and conditions affecting immigrant women.

During the course of the investigation it was apparent that many of the problems relating to immigrant women were under federal jurisdiction, and we have therefore included pertinent recommendations to the federal government.

The following steps were followed in gathering information:

Questionnaires were sent to relevant community agencies and organizations within the province to find out if the needs and concerns of immigrant women were being met. The agencies fell into these categories:

- . Family service agencies
- . Women's centres
- . Community information centres
- . Multicultural and social service centres
- . Planned parenthood centres
- . Government health units
- . Senior citizen centres
- . Boards of education

Surveys of individuals were also made by publishing a questionnaire in the newspapers "Especially for Seniors", "Canadian Scene", "Newcomers Guide", and some ethnic publications.

Numerous organizations or agencies such as church groups, YWCA, Salvation Army, employment agencies, unions, ethnic immigrant services, etc., were contacted either in person or by telephone to find out what services they provided to immigrant women. They were also asked what they perceived as the greatest needs of the immigrant woman, and to what extent these needs are not being met.

A public meeting was held and representatives from various ethnic organizations, as well as agencies dealing with immigrants, were invited to attend.

This report is based on the experiences of the councils, results of the questionnaires and interviews, and information contained in 15 reports listed in the bibliography. The following areas of concern have been identified:

EMPLOYMENT - exploitation in the work force, poor working conditions, lack of training, lack of knowledge regarding rights, deprofessionalization, job ghettos, requirement of Canadian experience.

DAY CARE - lack of it, inaccessibility, high cost.

SENIOR CITIZENS - limited access to services available to older immigrant women, lack of language capability, nursing homes, family exploitation.

EDUCATION - lack of responsiveness to immigrants' needs.

COUNSELLING - isolation of women, working not culturally accepted, family planning, lack of language capabilities of family service agencies, three-year residence limitation, lack of family support, family breakdowns, sponsorship breakdowns, mental health.

COMMUNICATIONS - lack of knowledge about services available, need for information in own language, interpreter need, co-ordination of services.

RECOMMENDATIONS TO THE CANADIAN GOVERNMENT REGARDING
POLICY AFFECTING IMMIGRANT WOMEN.

The Task Force has prepared recommendations addressing problem areas. The recommendations have been deliberately geared to the existing framework of organizations and have been prepared with a view to minimizing additional expenditures.

We recognize the depth of the current problems and the efforts at correcting them on the part of many government bodies. These recommendations represent a continued commitment to alleviate the remaining problems.

On the following pages each problem is described first and the recommendation follows.

Problem: When a family applies for immigration into Canada, a decision has to be made whether the wife will be shown as a worker with an occupational description or merely listed as "Family Class".

If the particular occupational skills are not in demand in Canada at the time, she may hurt the family's chance of immigrating if she chooses to be listed as a worker. If she opts to immigrate as "Family Class", however, she is not given the opportunity to take part in the intensive language training programs which are reserved for the breadwinner. It is further considered that she does not need fluency in English/French in order to run her home.

However, as the economic need becomes greater, or due to family breakdown (which is happening increasingly), she will join the workforce. She is usually at the bottom of the job market, in many cases because of lack of English/French.

Unless she has English/French language capabilities, she will never be able to upgrade herself and will premanently be relegated to low-paying unskilled jobs.

Although there are classes in English and French available to her, the times and places at which they are held are often inconvenient, and no babysitting is available.

It is recommended that:

1. The federal government revise its policy on intensive language training programs to include women who have immigrated as "Assisted Relatives", or "Family Class".

Problem: Under the Immigrant Settlement and Adaptation Program, agencies serving immigrants are given funding provided they aid immigrants who have been here less than three years.

Many agencies dealing with immigrants find that a great number of women coming for assistance have been in Canada longer than three years. In many cases they had stayed at home rearing children and thus remained isolated from Canadian society. However, when they start looking for jobs, they encounter the same problems as recent immigrants do, only they are not considered "recent" immigrants anymore, and thereby have to be denied the services which would aid their transition into Canadian society. The need, not length of stay, should be the governing factor.

It is recommended that:

2. The requirements of the Immigrant Settlement and Adaptation Program be revised to enable agencies to receive funding for immigrant aid to immigrants regardless of length of residence in Canada, with a view to integrating their clients into Canadian society.

Problem: An immigrant woman who is not eligible for Canada Employment and Immigration intensive language training becomes unemployed. This would seem to be an opportune time for her to develop her language skills to help her to integrate into the workforce, but if she does enrol in classes, she is cut off from unemployment insurance benefits. In most cases this means she cannot afford to study and is hindered in her efforts to upgrade her skills.

It is recommended that:

3. The Unemployment Insurance Act be amended to provide that women are not deprived of benefits while attending language classes, provided that they accept a suitable job if one becomes available.

Problem: Immigrant women experience difficulties in Canada caused by the complexities of the laws and regulations affecting immigrants.

It is recommended that:

4. Each potential immigrant woman be provided with printed information in her own language at the place of application for immigrant status, information to include current immigration and deportation regulations and procedures, assistance available in Canada, working conditions for immigrant women, etc.

Problem: There is a need for information on TV and radio in brief announcements or flashes concerning available services for immigrant women.

It is recommended that:

5. The CRTC include in their public service requirements to licensed bodies recommendations that brief announcements and/or flashes be provided in the various languages regarding services available to immigrant women.

Problem: Undue bureaucracy is preventing some small ethnocultural groups from building non-profit senior citizen apartment complexes. Those who have been involved find out by trial and error the sequences of actions they need to take. There is now, and will continue to be, a need for these apartments.

It is recommended that:

6. The Canada Mortgage and Housing Corporation, in consultation with the Ontario Ministry of Housing and private individuals who have been in charge of such non-profit apartment projects, work together to simplify the process and apply such information and guidance as may be necessary.
7. An effective manual be prepared for charitable organizations which clearly outlines all possible steps that must be taken to complete the building of such an apartment, with careful consideration of the timing and sequence of each step.

RECOMMENDATIONS TO THE ONTARIO GOVERNMENT

EMPLOYMENT

Problem: Immigrant women are often ignorant of the rights due them under the Ontario Employment Standards Act and are incapacitated by their lack of English. They therefore may need unions to protect them from employer exploitation; however, employers are on occasion successful in suppressing the formation of new unions.

It is recommended that:

1. The Ontario Labour Relations Act be strengthened to protect the rights of immigrant women.

Problem: Historically, domestic work has been viewed as "women's work" and the skills involved not recognized as a legitimate contribution to the labour force. Many immigrant women work at the bottom of the labour market pyramid as live-in domestic servants. Those workers employed directly by the householder are often subjects of exploitation; no provision is made for them under the Ontario Employment Standards Act, the Workmen's Compensation Act, the Human Rights Code and the Labour Relations Act.

It is recommended that:

2. All labour-related legislation be expanded to cover the live-in domestic worker who is employed directly by the householder.

Problem: Employment standards legislation is not enforced strongly enough and workers are not always aware of their rights under the Act.

It is recommended that:

3. The inspection unit of the Ministry of Labour provide strict enforcement for the protection of the rights of immigrant women by ensuring compliance with employment standards legislation.
4. The Ontario Ministry of Labour expand its efforts in translating literature pertaining to employment standards legislation and human rights into numerous foreign languages in order to meet the needs of a multilingual society.

Problem: Although there are branches of the Ministry of Labour that have outreach programs for the general community, often information in the form of pamphlets, brochures and leaflets reaches the public only on request. Instead of operating on the philosophy that the public approach the ministry if in need,

It is recommended that:

5. The Women's Bureau of the Ministry of Labour be provided with sufficient funds to co-ordinate all publications, pamphlets, brochures and leaflets of the ministry into their outreach

program in order to ensure the wide distribution of employment-related information.

Problem: Because of fear of losing their jobs and the additional fear of deportation (in the case of permanent residents* and temporary workers), immigrant women are reluctant to lodge complaints about wages or working conditions.

It is recommended that:

6. The Employment Standards Branch of the Ministry of Labour fully alert private and government-supported community, multi-cultural and cross-cultural centres about the procedure provided for making complaints concerning breaches of the Ontario Employment Standards Act and make them understand that these complaints may be lodged in strict confidence.

Problem: Many immigrant women know very little about Canadian trade unionism because of fear developed in their country of origin of the possible consequences of association with unions there. They are further hindered from learning about it in Canada by poor understanding of English.

* Employment and Immigration Canada uses this term rather than "landed immigrant", although the latter is the vernacular term.

It is recommended that:

7. The Ontario Federation of Labour encourage its members to provide education in trade unionism for immigrant women workers in their own language.

Problem: Homeworkers (as defined in the Employment Standards Act) are women performing piece-work at home which would ordinarily be done in a shop or office. This situation is being exploited by some manufacturers who do not meet minimum wage requirements, fail to recognize hours worked, and do not provide some of the additional benefits required by law for the work-force.

It is recommended that:

8. The Ministry of Labour ensure the homeworkers a more strict enforcement of the Employment Standards Act, including such provisions as the minimum wage standard and vacation pay benefits.
9. The Ministry of Labour give intensive study to the plight of homeworkers to protect them from exploitation.

Problem: In applying for a job, the immigrant woman is handicapped in many cases by unawareness of how to present herself, lack of work experience, lack of confidence due to different cultural background, etc.

It is recommended that:

10. The Ministry of Culture and Recreation provide enough funding to community, multicultural and cross-cultural centres in order to encourage them to initiate programs involving:

- . coaching on how to apply for a job
- . job training
- . information on other training courses available
- . grooming hints
- . assistance in building self-confidence through informal groups, workshops, coffee hours, etc.

DAY CARE

Problem: Nearly half of all immigrant wives hold a paying job as well as looking after a family (Sheila McLeod Arnopoulos Report). Many have young children and therefore the provision of day care services is an extremely important issue to these women. Suitable child care must be found and at a reasonable price, only then is it possible for the mother to work and make the vital contribution to establishing the family in its new environment.

Basically the working mother of small children has two choices: enrol the children in a day care nursery which will provide full care for the entire time she is

at work, or make an arrangement with a relative, friend or neighbour to act as a surrogate mother. Experience shows that there are not sufficient centres, and rates are too high for many parents.

A majority of immigrant women (interviewed for the study "Who Cares") showed a preference for integrated day care centres if they were available and affordable. Such centres have the advantage of making possible enforced standards of care for children.

For older children of school age, the problem is the period between mother leaving for work and school starting, and the period between school finishing and mother returning home.

It must always be borne in mind that these immigrant families with working mothers will often have low-paying jobs. High charges for day care would quickly eat up the relatively low take-home pay of the working mother and virtually eliminate her incentive to take on work outside the home.

It is recommended that:

1. Municipalities be encouraged to provide more day care centres, with subsidized rates for low-income families.
2. The Ministry of Community and Social Services take the initiative to approach appropriate municipal agencies, companies

and unions in order to establish day care centres at places of work, particularly in industries employing females in large numbers. These could be subsidized and would therefore provide lower-cost care to the individual who needs it.

3. The Ministry of Community and Social Services together with the Ministry of Education make available funds to local school boards so that vacant classrooms can be converted and used as day care centres, in compliance with The Child Care Act.
4. Day care centres be encouraged to include ESL programs for those children who need it.*
5. The Ministry of Community and Social Services together with the Ministry of Education and the Ministry of Culture and Recreation initiate, in co-operation with local school boards and volunteer organizations, child care programs for school-age children to cover periods before school, during lunch and after school.

* Recommendation also shown in the section COMMUNICATIONS, Language Training - ESL.

SENIOR CITIZENS

Problem: Older immigrant people who move into homes for the aged often prefer one in which their native language is used and familiar customs and cultural habits are observed. Such ethnocultural homes exist in Ontario, but appropriate homes may be situated in a community in which the older person is not a resident. In the case of some homes for the aged and apartment complexes which are subsidized by the municipality, a one-year residence in that community is required, making it impossible for some of the older immigrant people to be eligible to reside in them.

It is recommended that:

1. The Ministries of Housing, Governmental Affairs, Community and Social Services and the Association of Mayors and Municipalities in Ontario set up a committee to establish guidelines for reciprocal municipal agreements allowing older immigrant people to choose homes which are oriented toward their background and in which they wish to reside.

Problem: Many older immigrant people are able to function and enjoy a better quality of life if they can have some contact with their native language,

familiar customs and cultural habits. When one of these older immigrants is placed in a nursing home, home for the aged, or extended care institution, there is often lack of contact and understanding of the resident's culture. The need for training of staff in such institutions is now recognized.

It is recommended that:

2. The Ministry of Community and Social Services, along with the Ministry of Culture and Recreation, make courses available to the staff of nursing homes, homes for the aged, or extended care institutions, for training in understanding cultural differences and points of view, and that such educational experiences be passed on to the residents.
3. The Ministry of Community and Social Services forward a request to the auxiliaries of these homes and institutions asking them to consider seriously the need to provide interpreters for those persons who are not proficient in English, and that the ministry make training available to such interpreters to gain knowledge of medical terms.*

* Recommendation also shown in the section COMMUNICATIONS, Interpreters.

Problem: Some older immigrant women are unaware of the financial help they may get if they are not eligible for a Canadian pension. If the relationship between the older woman and her sponsors breaks down, she may not know where to turn for help. Language barriers can make the many services available to older women inaccessible.

It is recommended that:

4. Federal and/or provincial funding be made available through municipalities for distribution to appropriate agencies for interpretation and counselling services to older immigrant women.**

Problem: Customs such as loyalty to family elders may break down, rendering older immigrant women lonely and without family support. Because many of these immigrant women live in their own homes and hope to remain there, they may require home services such as cleaning, repairs, meals-on-wheels, and nursing, as well as home visiting, translation, interpretation and escort services.

It is recommended that:

5. An Act be created for home support services for seniors and that this Act include such areas as home visitation, translation, interpretation and escort services, which are particularly by immigrant women.

** Recommendation also shown in the section Communications, Co-ordination, Co-operation and Funding.

Problem: Shortages of beds for long-term care for older people still exist. An increasing number of older people are now recovering and experiencing rehabilitation after illnesses which previously meant permanent bed care.

When older people move into senior citizens apartments and homes for the aged, they usually hope that it will be their last move. Lengthy illnesses, however, may result in the loss of their apartment or room. Friends, familiar surroundings and ethnic-oriented housing which contribute greatly to their quality of life are then lost.

It is recommended that:

6. The provincial Ministries of Housing, Health, and Community and Social Services, along with the Canada Mortgage and Housing Corporation, work together to promote and encourage the expansion and adaptation of existing senior citizen apartment complexes (where desired) and design new ones which would include various levels of care, allowing the resident to remain in or return to the familiar complex, particularly throughout the recuperative period.

EDUCATION

Problem: Immigrant mothers may face many difficulties when their children enter the Canadian school system. Lack of knowledge of the English language and cultural differences may make it very difficult and intimidating for them to communicate with teachers. The family may appear different to the other pupils and teachers due to differences in grooming and dress.

Greater responsiveness is needed to recognize these difficulties and help the mothers and their children to overcome alienation and family stress and to prevent eventual breakdown.

It is recommended that:

1. Community liaison workers be available in all areas where the number of immigrant children warrant it. This could be funded by the Ministry of Education, the municipal government as well as the local boards and supplemented by volunteers.
2. Information be translated into the appropriate ethnic language where communication problems exist between teachers and parents due to language, and that this information be sent home with the children ensuring that follow-up enquiries can be provided in that same language.

3. School-related family counselling be done in the language of the parent, if possible. This is to be funded by the Ministry of Community and Social Services as well as the Ministry of Education, and the local boards.

COUNSELLING

Community agencies

Problem: There are many agencies providing counselling services to immigrant women, some of them supported by various levels of government and some volunteer groups dependent on voluntary financial assistance.

These agencies provide counselling on Canadian standards of women's rights, grooming, health care, family planning, housing, etc.

However, many immigrant women are not availing themselves of these supportive services either because they do not know about the services or because inability to speak English makes it difficult for them to obtain the help the agencies can provide.

It is recommended that:

1. When hiring and retaining personnel for such agencies, a high priority be given to candidates with additional language capabilities.
2. Agencies maintain lists of volunteer interpreters.*

* Recommendation also shown in the section Communications, Interpreters.

3. In-service training programs be developed for workers currently employed in the government-supported fields of health, education, employment and social services, related to the process of immigrant integration and to the diverse cultural backgrounds of residents in Ontario.
4. The appropriate government ministries provide training at no cost for workers employed by private agencies which are related to the process of immigrant integration, in the fields of health, education, employment and social services.
5. The appropriate government ministries be held responsible for helping private agencies involved in immigrant integration to update their resource material in the fields of health, education, employment and social services.
6. The present system of annual funding for agencies be abandoned and these supportive services be granted ongoing support for an indefinite period, subject to review of

the services provided and the need for future services.**

7. Agencies be given funding for a specific area of service rather than partial funding for the agency as a whole.**
8. Out-of-pocket expenses be paid to volunteers working for agencies serving immigrant women.

** Recommendations also shown in the section Communications, Co-ordination, Co-operation and Funding.

Self-help groups

Problem: An immigrant woman coming to Canada from a different culture feels much more at ease seeking help or advice from people of her own cultural background, particularly during the transitional period. This is especially true of women who are not fluent in English and therefore would have communication problems with regular agencies. Even where there is no language barrier, the knowledge that the counsellor has the same cultural background and understands the problem fully gives her a confidence which she would not otherwise have.

Several ethnic communities have formed self-help groups to aid immigrants making the transition from their native land and culture to life in the country they have chosen. These self-help groups are in jeopardy for lack of funds, yet they perform a very vital function. If immigrant women and their families can be helped to adjust to the Canadian way of life, money will not have to be spent later solving the social problems that result from lack of adjustment.

It is recommended that:

1. The vital role of the ethnic agencies serving immigrant women be fully recognized by all funding sources.*

* Recommendation also shown in the section Communications, Co-ordination, Co-operation and Funding.

2. Ethnic agencies serving women strive to facilitate full integration of their clients into all aspects of Canadian life, so that they feel comfortable in Canadian society while maintaining their own heritage.

Problem: Some self-help groups flounder due to lack of leadership.

It is recommended that:

3. Information and encouragement be given to self-help groups to avail themselves of courses on leadership training.

COMMUNICATIONS

Dissemination of information

Problem: Improving and expanding the services available to immigrant women is one step towards perfecting the integration process, but it is equally vital to inform these women that such services exist.

It is recommended that:

1. Project Access (the new Ontario Government system that will make it easier for the public to obtain information) service the public in as many languages as possible.
2. Multilingual TV, Ontario Educational Communication Authority, and radio stations make use of short TV flashes and radio announcements in English and as many other languages as possible.
3. Advertising be used by the Ministry of Culture and Recreation and individual agencies to inform immigrant women of the services available to them, and who to contact.
4. Brochures, posters, leaflets be utilized in English and as many other languages as possible.

Problem: A number of brochures have been prepared and some have been translated into languages other than English, but there is a great need for brochures on additional topics and also for translations into many other languages. This is necessary to inform women who are not aware of the help they can receive.

It is recommended that:

5. Ethnic communities be provided with incentives to translate government information in their own language in order to facilitate the translation process and thus the dissemination of information.
6. Corporations be approached through the Ministry of Industry and Tourism to obtain sponsorship for the preparation and/or translation of additional brochures, or provision of billboards, advertisements, etc.*
7. The Ministry of Culture and Recreation investigate other government sources of funding for the preparation, printing and translation of brochures. Consideration should be given to the use of Wintario funds.*

* Recommendations also shown in the section Communications, Co-ordination, Co-operation and Funding.

Problem: Brochures must have wide distribution if they are to fulfil their purpose of providing information on services available to the immigrant women who are in need of these services.

It is recommended that:

8. The Ministry of Industry and Tourism encourage corporations to distribute brochures to their employees, in as many languages as are available.
9. Brochures be made available in such public places as shopping plazas, supermarkets, laundromats, hospitals, clinics, public transportation vehicles and terminals, ethnic church and community halls, homes for the aged, etc.
10. The Libraries and Community Information Branch of the Ministry of Culture and Recreation actively encourage the visual display of public information in as many languages as possible in all public libraries, fulfilling their function of being a resource centre of information for the community.

11. School boards encourage schools to send home with the students information regarding immigrant services. This was done by the Women's Bureau of the Ministry of Labour; they distributed labour legislation in various languages to the children.
12. The Ontario Ministry of Labour encourage unions to distribute available brochures on public information to their members.

Language Training - ESL

Problem: One of the main reasons why an immigrant woman is confined to a low-paying job is her lack of knowledge of the English language. Such a job itself provides little opportunity to improve the worker's command of the second language.

This inability to speak English brings with it many other social and family problems. She cannot participate in her children's activities at school or in extra-curricular activities, and has problems communicating with teachers, doctors, government agencies, etc. The feeling of isolation brings on frustrations which contribute to mental health problems, family breakdowns, etc.

It seems clear that the most important step for the immigrant woman is to learn English as quickly as possible.

Since "Family Class Immigrants" are not eligible for Manpower training allowances for language classes, the immigrant woman has to join classes offered through other institutions.

Many such classes are available, but research has shown that they do not meet the immigrant woman's needs.

Some classes are held too far from her home; others do not have facilities for caring for her children while she attends the class; some are too expensive. In cases where the woman holds a full-time job, after working a full shift in a factory or other place of employment, she

is too busy with home and child-care chores to be able to tackle night-classes in English.

It is recommended that:

1. All ESL classes provide facilities for child care while the immigrant woman is attending the class.
2. More ESL classes be provided using vacant space in school buildings and utilizing teachers surplus to the regular school requirements. Classes to be free of charge.
3. Industrial operations be encouraged to provide ESL classes for immigrant women workers, during business hours, with the cost of teaching shared by the federal and provincial governments, and the loss of earnings made up by the employer and the union.
4. Day care centres be encouraged to include ESL programs for those children who need it.*

* Recommendation also shown in the section DAY CARE.

5. ESL classes be adapted to the cultural patterns of immigrants, e.g. family participation, where it is not acceptable for wives to attend alone.
6. The availability of ESL programs be advertised in as many languages as possible aimed especially at women immigrants.

Interpreters

Problem: With the significant increase in sponsored immigrants, the percentage of women not eligible for government settlement assistance services is also increasing.

The recent cutbacks in ESL training programs in community colleges by 50 per cent and the cutbacks in funding for special outreach programs aimed at women (by the Canada Employment and Immigration Centres) will inevitably make the need for interpreters greater.

It is recommended that:

1. The Ministry of Culture and Recreation provide a grant of communities to facilitate the formation of an interpreter pool for the use of social, medical, legal and educational agencies and that the available languages be advertised.
2. Ethnic associations assist the sponsors in the formation of such interpreter pools, as well as the provision of translated materials in "layman's" language.
3. The Ontario Ministry of Health assume responsibility for the introduction of interpreter services in hospitals throughout the province where sufficient numbers of immigrants warrant such services. (A model is

available from the Toronto General Hospital.

4. The Ministry of Community and Social Services encourage auxiliaries of Homes for the Aged to provide interpreter services for those senior citizens not proficient in English.*
5. Agencies providing counselling services to immigrant women maintain lists of volunteer interpreters.**

* Recommendation also shown in the section SENIOR CITIZENS.

** Recommendation also shown in the section COUNSELLING, Community Agencies.

Co-ordination, Co-operation and Funding

Problem: Many groups are trying to fill the necessary function of providing services to immigrant women, so there is a need for information on the various groups or agencies and the services they provide. This would help to co-ordinate their activities and avoid the danger of duplication or overlap.

It is recommended that:

1. The Ministry of Culture and Recreation assume a major role in the co-ordination of all supportive services provided to immigrant women. Consideration should be given to making funding contingent on co-operation.

Problem: During the past 30 years' experience, it has become abundantly clear that it is impossible for immigrant services to become financially independent.

It is recommended that:

2. The Ontario provincial government reconsider its present emphasis on seed money and ensure stability in funding for agencies that have continued to deliver a quality service.

3. Recognition and funding be provided on an ongoing basis to coalitions of agencies serving immigrant women subject to regular assessment of their effectiveness.
4. The present system of annual funding for agencies be abandoned and these supportive services be granted ongoing support for an indefinite period, subject to review of the quality of the services provided and the need for future services.*
5. Agencies be given funding for a specific area of service rather than partial funding for the agency as a whole.*
6. The vital role of the ethnic agencies serving immigrant women be fully recognized by all funding sources.**
7. Corporations be approached through the Ministry of Industry and Tourism to obtain sponsorship for the preparation and/or translation of additional brochures or provision of billboard advertisements, etc.***

* Recommendations also shown in the section COUNSELLING, Community Agencies.

** Recommendation also shown in the section COUNSELLING Self-help Groups.

*** Recommendation also shown in the section COMMUNICATIONS, Dissemination of Information.

8. The Ministry of Culture and Recreation investigate other government sources of funding for the preparation, printing and translation of brochures. Consideration should be given to the use of Wintario funds.***
9. Federal and/or provincial funding be made available through municipalities for interpretation and counselling services to older immigrant women.****

*** Recommendation also shown in the section COMMUNICATIONS, Dissemination of Information.

**** Recommendation also shown in the section SENIOR CITIZENS.

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